



RÉMUNÉRATION DES SALARIÉS. ÉTAT ET ÉVOLUTION COMPARÉS 2019

MAIN FINDINGS

SALARIES AND TOTAL COMPENSATION

All other Québec employees

In 2019, the salaries of Québec government employees are 13.2% lower than those of other Québec employees when all the benchmark jobs covered by the comparison are considered. In all, 57 of the 74 benchmark jobs are behind, which represents 81% of the employees covered. Every occupational category in the Québec government has lower salaries, apart from service employees who are on par. The differentials range from -11.9% for professionals to -31.6% for manual workers.

Total compensation for Québec government employees is behind by 6.2% that of other Québec employees in the benchmark jobs overall. This holds true for 39 of the 74 jobs, which represent 52% of the employees covered and for four of the five occupational categories studied. Service employees are on par in both sectors. In the benchmark jobs overall, the gap is smaller for total compensation because Québec government employees spend fewer hours at work. This is also the case for technicians and office employees.

Private sector

The salaries of Québec government employees are behind by 10.2% those of their private sector counterparts for the benchmark jobs overall. In all, 45 of the 72 benchmark jobs are behind; these jobs represent 65% of the employees covered. Four occupational categories have lower salaries in the Québec government. Differentials range from -9.7% to -33.1%. Service employees in the two sectors are on par.

Québec government employees are on par with their private sector counterparts in terms of total compensation for the benchmark jobs overall. Parity is observed in 25 out of 72 jobs, which represent 28% of employees, while Québec government employees are ahead in 24 jobs (46% of employees) and behind in 23 jobs (26% of employees). Québec government employees are on par with private sector employees because the 24 jobs that are ahead are offset by the 23 that are behind. Professionals and office employees in both sectors are also on par in terms of total compensation. Technicians and service employees are ahead by 3.5% and 8.7% respectively, while manual workers are behind by 26.8%. For the benchmark jobs overall and in the case of technicians and office employees, Québec government employees are in a better comparative position for total compensation than for salaries because they have fewer hours at work than their counterparts in the private sector and benefit costs are higher in the Québec government.

“Other public” sector

The salaries of Québec government employees are 20.0% lower than those of their counterparts in the “other public” sector in the benchmark jobs overall. Québec government employees are even further behind in terms of total compensation, which is 24.9% lower than that of “other public” sector employees. For all benchmark jobs and every occupational category (other than service employees), Québec government employees are farther behind in terms of total compensation on account of the lower benefit costs paid by the Québec government. Benchmark jobs overall and Québec government office employees and manual workers also spend more hours at work than their counterparts in the “other public” sector.

It has been observed that 72 out of 73 benchmark jobs, accounting for nearly all Québec government employees, are behind in terms of salary. This finding also applies to total compensation. Salary differentials range from -15.2% for professionals to -31.4% for manual workers, while total compensation differentials range from -16.6% (professionals) to -44.1% (manual workers).

Municipal government sector

The salaries and total compensation of Québec government employees are behind those of municipal employees by 23.5% and 35.0%, respectively, in the benchmark jobs overall. It has been observed that 63 out of 64 benchmark jobs, accounting for nearly all Québec government employees, are behind in terms of salary. In terms of total compensation, the situation is the same for all benchmark jobs. Québec government employees are also behind in every occupational category. Salary differentials range from -13.8% to -31.5%, while total compensation differentials range from -19.9% to -52.4%.

The total compensation differential is due to a higher number of hours at work by Québec government employees, in all benchmark jobs and occupational categories, with the exception of professionals. In addition, benefit costs are lower for Québec government employees in the benchmark jobs overall and in every occupational category except service employees.

“Government enterprise” sector

The salaries of Québec government employees are 19.6% lower than those of government enterprise employees for the benchmark jobs overall. This has been observed for all occupational categories and for 56 out of 64 benchmark jobs, which represent 91% of the employees covered. The differentials range from -9.7% for service employees to -38.6% for manual workers.

With regard to total compensation, Québec government employees are behind their counterparts in the “government enterprise” sector by 23.3% in the benchmark jobs overall. This holds true for 55 out of 64 jobs, which represents 95% of the employees covered. All five occupational categories are behind, with differentials ranging from -16.5% to -45.0%. The total compensation differential is due to a higher number of hours at work by Québec government employees, in all benchmark jobs and occupational categories, with the exception of professionals and technicians. In addition, benefit costs are lower for Québec government employees in the benchmark jobs overall except for the category of service employees.

University sector

The salaries of Québec government employees are 13.7% less than those in the university sector for all benchmark jobs. This holds true for 54 out of 63 benchmark jobs, which represent 88% of the employees covered. All occupational categories in the Québec government are behind, with differentials ranging from -7.4% among service employees to -19.7% among office employees.

Total compensation for Québec government employees is 18.5% less than that in the university sector for all benchmark jobs. This holds true for 59 of the 63 benchmark jobs, which represent 97% of the employees covered. All five occupational categories are behind, with differentials ranging from -11.4% to -27.4%. In the benchmark jobs overall and in all the occupational categories, Québec government employees are in a weaker comparative position for total compensation than for salaries because Québec government employees spend more hours at work. In addition, benefit costs are lower for Québec government employees in the benchmark jobs overall and for professionals, office employees and manual workers.

Federal government

Benchmark jobs in the Québec government are behind those in the federal government in terms of both salary (-17.5%) and total compensation (-17.1%). This has been observed for all occupational categories and benchmark jobs compared. Salary differentials range from -12.6% for service employees to -28.2% for manual workers, while total compensation differentials range from -14.8% to -28.9%.

In the benchmark jobs overall and every occupational category, except service employees and manual workers, the total compensation gap is less significant because Québec government employees spend fewer hours at work than their counterparts in the federal government, despite lower benefit costs in the Québec government.

Other unionized Québec employees

Salaries paid by the Québec government are 18.7% lower than those paid to other unionized Québec employees for the benchmark jobs overall. This has been observed for 64 out of 73 benchmark jobs, which represent 86% of the employees covered. Every occupational category is behind in terms of salary. The differentials range from -7.9% for service employees to -35.0% for manual workers.

The total compensation of Québec government employees is behind by 20.1% that of other unionized Québec employees. This has been observed for 62 out of 73 benchmark jobs, which represent 83% of the employees covered. Every occupational category in the Québec government is behind, with differentials ranging from 15.1% to 37.3%, apart from service employees who are on par. Benchmark jobs, professionals and office employees are more behind in terms of total compensation, which is attributable to the lower benefit costs in the Québec government, despite fewer hours spent at work by employees in this sector (except for office employees).

Other non-unionized Québec employees

The salaries paid to Québec government employees are 6.5% lower than those paid to other non-unionized Québec employees for the benchmark jobs overall. In all, 35 of the 71 benchmark jobs are behind; these jobs represent 52% of the employees covered. Four out of the five occupational categories are behind in terms of salary, with differentials ranging from -8.8% to -11.2%. Québec government service employees are ahead by 13.1%.

The total compensation of Québec government employees is 6.7% higher than that of other non-unionized Québec employees in the benchmark jobs overall. This holds true for 33 out of 71 benchmark jobs, which represent 61% of the employees covered. Three out of five occupational categories are ahead, with differentials varying from 5.0% to 24.2%. Professionals and manual workers are on par in both sectors.

For the benchmark jobs overall and every occupational category, Québec government employees are in a better comparative position for total compensation than for salaries because they spend fewer hours at work than other non-unionized employees. For the benchmark jobs overall and in every occupational category except professionals, the improvement for Québec government employees is also attributable to higher benefit costs in that sector.

Unionized private sector

The salaries of Québec government employees are 17.4% lower than those of unionized private sector employees for the benchmark jobs overall. This has been observed for 44 out of 63 benchmark jobs, which represent 72% of the employees covered. Four occupational categories in the Québec government have lower salaries, with differentials ranging from -8.7% to -39.5%. One category, service employees, is on par.

The total compensation of Québec government employees is 13.9% lower than that of unionized private sector employees; this was observed for 38 out of 63 benchmark jobs, which represents 59% of the employees covered. Four of the five occupational categories are behind, with differentials ranging from -9.3% to -34.7%. Service employees are on par in both sectors. The smaller total compensation gap observed for benchmark jobs overall and technicians can be explained by the fact that Québec government employees spend fewer hours at work.

Non-unionized private sector

Salaries paid by the Québec government are behind by 6.0% those paid to non-unionized private sector employees for the benchmark jobs overall. This has been observed for 32 out of 70 benchmark jobs, which represent 51% of the employees covered. Salaries are behind for four of the five occupational categories, with differentials ranging from -8.2% to -10.2%. Service employees are ahead by 13.2%.

In all the compared jobs, Québec government employees are ahead by 7.8% in terms of total compensation over the non-unionized private sector. This has been observed for 35 out of 70 benchmark jobs, which represent 63% of the employees covered. Three of the five occupational categories in the Québec government are ahead, with differentials ranging from 6.5% to 24.3%. Professionals and manual workers in the two sectors are on par.

In the benchmark jobs overall and every occupational category except professionals, Québec government employees are in a better comparative position for total compensation than for salaries due to the higher benefits costs paid by the Québec government for its employees, as well as the fewer hours spent at work by employees in that sector. Québec government professionals are in a better position for total compensation than for salaries only on account of the fewer hours they spend at work.

Salary scales

The job rates at the top of the salary scales (normal maximums) of Québec government professionals, technicians and office employees are in general lower than those of other Québec employees. Likewise, the salaries of Québec government employees in these three occupational categories are lower. Québec government professionals are further behind other professionals in Québec for salaries than for normal maximums because they are not positioned as high in their salary scales. For technicians, the gap for normal maximums is similar to that of salaries. In contrast, Québec government office employees are in a better position in terms of salaries than normal maximums.

The normal maximums of Québec government professionals, technicians and office employees are lower than those of their counterparts from each of the other 10 sectors studied. For professionals in all sectors compared, Québec government employees are in a better situation in terms of normal maximums than for salaries, indicating that professionals in the Québec government are generally not positioned as high in their salary scales as their counterparts.

Québec government technicians are in a better comparative position for normal maximums than for salaries in most sectors. Office employees in the Québec government are in a more favourable position for salaries than for normal maximums in most sectors.

Approximately 71% of professionals, 47% of technicians and 47% of office employees in the private sector who are paid according to a salary scale benefit from merit maximums. These proportions rise to 73%, 56% and 53%, respectively, among non-unionized private sector employees. Québec government salary scales have no merit maximums.

Benefits and paid time off

The total costs of benefits and paid time off for Québec government employees (42.0% of the salary) are higher than those observed for other Québec employees overall, the private sector and non-unionized employees. However, these costs are lower than those observed for other unionized Québec employees and employees in the "other public" sector and its components (municipal and federal governments in Québec, universities, and government enterprises). These costs range from 45.3% to 51.7% of the salary. Lastly, the total costs for Québec government employees are similar to those observed for unionized private sector employees.

When benefits are considered separately from paid time off, the Québec government's costs are higher (26.1%) than those observed for all other Québec employees, employees in the private sector and non-unionized employees (other Québec employees and private sector). However, they are lower than those observed in every other sector compared, except for private sector unionized employees. Benefit costs account for 27.7% to 34.8% of the salary in those sectors. The Québec government's lower benefit costs are due to lower pension plan costs compared with those sectors.

Paid time-off costs for Québec government employees (15.9% of the salary) are higher than those paid for other Québec employees, other non-unionized Québec employees, and private sector employees (unionized and non-unionized). However, paid time-off costs for Québec government employees are lower than those for other unionized Québec employees and employees in the "other public" sector and its components.

Hours of work

Québec government employees have a regular workweek of nearly 36 hours (35.8), which is approximately one and a half hours less than other Québec employees. Their regular workweek is shorter than that observed for unionized and non-unionized employees, private sector employees (whether unionized or not), the "other public" sector, and federal government employees. However, it is longer than that of municipal government employees, university sector employees, and "government enterprise" employees.

Québec government employees spend 30.2 hours a week at work. This is more than in the "other public" sector and three of its components (university sector, municipal government, and "government enterprise" sector), but less than in all of the other sectors compared. The greatest difference in the number of hours at work is observed in comparison with non-unionized employees: -3.4 hours (other Québec employees) and -3.5 hours (private sector).

Evolution of the comparison

Between 2018 and 2019, the position of Québec government employees remained stable in terms of salaries compared to all other Québec employees and private sector employees for the benchmark jobs overall. The same applies to other sectors, except for the federal government sector, as Québec government employees are in a better position.

In terms of total compensation, the situation of Québec government employees remained stable between 2018 and 2019 compared to all sectors except one; it has weakened compared to that of federal administration employees.

When 2010 and 2019 are considered, Québec government employees' comparative situation for salaries weakened in relation to other Québec employees, the "other public" sector and its components, as well as unionized employees (other Québec employees and the private sector). The comparative situation of Québec government employees remained stable in relation to the private sector and non-unionized employees, but improved in relation to federal government employees. With regard to total compensation, the Québec government's comparative position in relation to most other sectors remained stable. However, it was less favourable in relation to the "other public" sector of the Québec government and the university sector, though it improved in relation to federal government employees.

SALARY TRENDS

Average salary increase above the CPI for unionized employees in 2019

The average salary-scale increase for unionized Québec employees as a whole for the first six months of 2019 resulted in a 1.0% increase in purchasing power¹.

Positive real salary growth is observed in all the sectors analyzed. Gains in purchasing power ranged from 0.3% for municipal government employees to 1.4% for Québec government employees.

The improved comparative position of Québec government employees in relation to other sectors is due to adjustments related to the salary relativity exercise, which represents a salary adjustment of approximately 2.4% on average.

Consumer price index (CPI) growth for the first six months of 2019 was 1.7%.

High proportion of salary increases equal to or greater than the inflation rate for the majority of unionized employees in 2019

In 2019, 99.0% of unionized Québec government employees received a salary increase greater than or equal to CPI growth. The last percent includes employees in jobs that were not part of the salary relativity exercise.

In the university sector, about one third of employees benefited from an increase equal to or greater than CPI growth. For the other sectors, the proportion of employees in the same situation ranges from 81.2% in the municipal sector to 93.9% in the private sector.

The proportion of unionized employees receiving a salary increase lower than CPI growth is higher in 2019 than in 2018 for all the sectors analyzed.

Salary freezes or reductions are few in 2019; the majority of employees concerned come from the private sector (74%).

¹ The purchasing power increase results from the difference between the nominal wage growth and the CPI increase.

Recently signed agreements: rising salary-growth rate for unionized employees outside the Québec government

The latest agreements signed provide an indication of how salaries will evolve. The 2019 analysis focuses on unionized Québec employees other than those working for the Québec government. The respective agreements grant a higher rate of salary increase than in 2018 (2.4% versus 2.2%). Between 2019 and 2018, an increase in growth is observed in the private and university sectors, as well as for Québec government enterprises, while the growth rate is similar in the municipal sector (2.1% and 2.2% respectively).

In the 2019 agreements, 96.5% of other unionized Québec employees received average annual salary increases of 1.5% or more. This proportion is similar to what was observed in 2018 (96.9%).

Projections: increased purchasing power for unionized employees in 2019 and 2020

According to the ISQ's salary projections, Québec employees as a whole (unionized and non-unionized) are expected to receive average salary-scale increases of 2.2% in 2019 and 2.0% in 2020.

For 2019, the projected increase for unionized Québec employees is higher than for 2020 (2.7% versus 2.2%). The same trend is expected in the university sector.

Employees in the private and municipal sectors, as well as non-unionized employees, are expected to experience the same growth in 2020 as in 2019 (2.2%, 2.0% and 1.9% respectively).

Average salary-scale increases for non-unionized employees should be lower than for unionized employees in both 2019 and 2020.

All Québec employees should experience salary growth higher than the CPI in Québec, which would be 2.0% in 2019 and 1.9% in 2020. Unionized employees in all sectors are expected to maintain or gain purchasing power in 2019. This should also be the case for 2020, except for the university sector where nominal growth is expected to be lower than the CPI.

For non-unionized employees, real growth is expected to be negative in 2019, while purchasing power should remain stable in 2020.

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